



THE COMMONWEALTH OF MASSACHUSETTS  
EXECUTIVE OFFICE OF HEALTH AND HUMAN SERVICES  
OFFICE OF HUMAN RESOURCES  
600 WASHINGTON STREET, BOSTON, MA 02111

DEVAL L. PATRICK  
GOVERNOR

JUDYANN BIGBY, M.D.  
SECRETARY

TIMOTHY P. MURRAY  
LIEUTENANT GOVERNOR

**Elisabeth O'Brien**

April 20, 2010

Dear Elisabeth,

In response to this year's fiscal challenges, the Commonwealth and MOSES Bargaining Unit 9 entered into a signed Memorandum of Agreement earlier this fiscal year that included a provision to implement a mandatory furlough program, pending legislation funding salary increases for MOSES employees. The bills are moving forward through both the House and Senate, and we anticipate funding will be signed into law in the next few weeks.

The mandatory furlough provision of the agreement requires all MOSES employees to contribute **3.6 furlough days** during FY10. Based on your salary for the pay period ending March 27, 2010, **your total furlough obligation is \$ 963.61.**

Keeping in mind that any decrease in take-home pay is challenging, and given the fact that savings must be generated before the end of the fiscal year on June 30<sup>th</sup>, our intent in concert with MOSES, was to design a program that minimizes the impact on your bi-weekly pay. While working your regular schedule, furlough time will be deducted evenly across the final five (5) pay periods remaining in FY10. **Accordingly, commencing with the May 14, 2010 pay advice and continuing through the July 9, 2010 pay advice, \$ 192.72 will be deducted from your bi-weekly pay.**

In exchange for this furlough time, employees will receive equivalent bonus personal time, which will be credited to personal leave balances in July 2010. Please note that personal time earned under this furlough program will be subject to "use or lose" conditions and cannot be carried over beyond December 31, 2010. Please review the enclosed FAQ for more information regarding the implementation of the furlough program, including the process for selecting the alternative "no work/no pay" furlough option.

Thank you in advance for your understanding regarding the need to implement this furlough program, as well as for your continued dedication to the important work we do across Health and Human Services.

Sincerely,

Jeff McCue  
Director of Human Resources  
Executive Office of Health and Human Services  
cc: Personnel File

Department of Public Health